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Salisbury City Council Appoints Douglas T. Paris, Jr. as Salisbury City Manager

Salisbury_NC_March 6 – Through a unanimous decision, the Salisbury City Council has appointed Douglas T. Paris, Jr. City Manager for the City of Salisbury.

Paris, a Salisbury native, returned to Salisbury after pursuing higher education and served as the first Assistant to the City Manager for Salisbury beginning in 2007. He was later promoted to the role of Assistant City Manager and has been serving as Interim City Manager since August 2011. He replaces David W. Treme, who retired last fall, after serving the City of Salisbury for 25 years.

A rising local government professional, Paris becomes Salisbury's seventh (7th) City Manager.

Council member Brian Miller states, "I believed strongly from the beginning that we as a City Council needed to keep the process open for candidates outside Salisbury. I can honestly say that throughout the interview process, although we had several other very qualified candidates, Mr. Paris has proven himself through tough decision making and strong leadership during our interim period, that he exhibits the qualities and skills essential to fulfill the role of our next City Manager."

During Paris's tenure with City he has been instrumental, especially during this time of transition in leadership. Council member Maggie Blackwell said, "As Interim City Manager it would have been easy to maintain the status quo, however, Doug has shown leadership in a number of ways including aggressive leadership with Fibrant. "

Mayor Paul B. Woodson continued, "Doug and I have spent a lot of time together during my first few months as a new Mayor and I've learned firsthand his commitment to his position with the City. He is dedicated to working hard to secure our vision of operating our organization like a business. He thinks like a businessman." Woodson also referenced that of all the candidates interviewed, Paris was the only one with working knowledge of the broadband industry.

Paris has led Salisbury through resolution of several significant issues since being appointed Interim City Manager, after Treme's retirement. His efforts leading legislative affairs for the City since he began his career in Salisbury, have led to several successful opportunities for partnerships and growth within Salisbury. Mayor Pro Tem Susan Kluttz accounts, "Salisbury is fortunate that Doug chose to return to Salisbury to develop his career. Over the years he has been with the City he has proven his dedication through his outstanding work ethic. I worked closely with him in Raleigh to secure legislation for various City efforts and I'm confident that he will not only continue the vision we have for Salisbury, but also expand and develop the opportunities available to us."

Council member William “Pete” Kennedy stated, “While serving as Interim City Manager, Doug has completed many lingering tasks for the City. He is a rising star who is energetic and visionary and will do well for the City in the coming years. Staff, City Council and government officials statewide respect his leadership and in my opinion, he is the best candidate for the role of City Manager.”

Paris’s professional achievements include securing \$2,000,000 in federal funds to keep police officers employed and to expand the Salisbury Greenway. He had secured legislation to create the Salisbury Tourism Board and to provide for equal representation on the Rowan County ABC Board. Paris has stopped legislation attempts by Alcoa and is currently negotiating a settlement opportunity with them. He also defeated legislation that would have halted the City’s Fibrant efforts and secured investments in that regard. His leadership was instrumental in securing \$185,000 worth of ruggedized radios for the Salisbury Fire Department and leading cost saving efforts for Fibrant, including securing \$900,000 in savings on bond refunding and \$100,000 in savings for broadband programming to date. Paris’s leadership also helped secure \$6,000,000 for the proposed downtown central school office.

A member of the International City County Management Association Paris is also a member of the North Carolina City County Management Association. Paris’ local civic involvement includes both the Salisbury Rotary Club and the Rowan County United Way. A graduate of the University of North Carolina at Chapel Hill, he holds a Bachelor of Arts in Political Science and a Master’s Degree in Public Administration. In addition, he maintains a certificate of Human Resources Management from Duke University and was an Ed Wyatt Scholar at the University of North Carolina School of Government.

Mr. Paris stated, “It is an honor and privilege to serve as Salisbury’s seventh City Manager. We will work hard to achieve the outcomes, goals and vision that our City Council sets for our community.”

Paris will continue his current duties with the City and will be sworn in as City Manager on March 20, 2012.

Woodson noted that the City of Salisbury received 70 applicants from twenty-three states. City Council initially interviewed five of ten semi-finalists identified by a firm retained by the City Council to assist in the search process for a new City Manager. The five finalists provided written statements on how they would deal with relevant City issues and toured City facilities. Candidates were also subject to significant reference checks and background investigations of their academic credentials, driving, criminal and credit histories by an independent investigator. Woodson noted that the candidate pool was further narrowed to two and a second more extensive interview with members of City Council took place.

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